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ABSTRACT

This report presents data on the staff of more than 10,000 postsecondary institutions in the United States including 3,589 institutions of higher education in the 50 states and the District of Columbia. The data were collected in two separate, but related surveys. The first was the "Fall Staff" survey (1989), part of the Integrated Postsecondary Education Data System, which collects information on the number of persons employed in postsecondary institutions by primary occupation, by full-time and part-time status, and by sex. The second survey used was the Higher Education Staff Information Survey, administered by the Equal Employment Opportunity Commission. The data are presented in two main tables and show the number employed in all postsecondary institutions, including institutions of higher education, and the number employed in institutions of higher education alone. Some highlights of the findings include the following: (1) postsecondary institutions employed over 2.6 million persons in fall 1989; (2) women accounted for 51.2 percent of persons employed in postsecondary institutions; (3) professional employees represented 63 percent of all staff in postsecondary institutions, with the majority employed full-time and 57 percent of professional staff being male. Included are eight tables, two figures and appendixes containing data on response status and rates. (Author/JB)

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February 1992

Fall Staff in Postsecondary Institutions, 1989

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Fall Staff in Postsecondary Institutions, 1989

Rosa Fernandez
Postsecondary Education Statistics Division

U.S. Department of Education
Office of Educational Research and Improvement NCES 92-223

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February 1992

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Introduction

This E.D. TAB presents data on the staff of the more than 10,000 postsecondary institutions including the 3,589 institutions of higher education in the 50 states and the District of Columbia.

The data were collected in two separate, but related, surveys. The first is the "Fall Staff" survey (1989), part of the Integrated Postsecondary Education Data System (IPEDS) administered by the National Center for Education Statistics (NCES). The "Fall Staff" survey collects information on the number of persons employed in postsecondary institutions, by primary occupation[1], by full-time and part-time status, and by sex. The second survey used to compile this information was the Higher Education Staff Information (EEO-6) survey administered by the Equal Employment Opportunity Commission (EEOC). See the technical appendix for details.

The data are presented in two main tables: Tables 1, 1A, 1B, and 1C show the number employed in all postsecondary institutions, including institutions of higher education; Tables 2, 2A, 2B, and 2C show the number employed in institutions of higher education.

Highlights

Highlights from the survey for all postsecondary institutions include the following:

- Over 2.6 million persons were employed in the nation's more than 10,000 postsecondary institutions in fall 1989. (See table 1). Seventy-two percent of all staff were employed full-time and 28 percent were employed part time.

- Women accounted for 51.2 percent of persons employed in postsecondary institutions.

- Professional[2] employees represented 63 percent (1.64 million) of all staff in postsecondary institutions. (See figure 1). The majority (1.07 million or 65 percent) of all professional staff were employed on a full-time basis and 57 percent of professional staff were men.

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[1]Primary occupation is a particular job classification such as faculty member, manager, or research assistant. Institutions participating in the "Fall Staff" survey are asked to report on their employees by primary occupation, regardless of job titles.

[2]Professional employees include executive, administrative and managerial workers, faculty (including staff responsible for instruction, research and public service), instruction and research assistants, and support or service professionals.

- Nonprofessional employees[3] numbered just under one million workers, or 37.0 percent of the total staff in postsecondary institutions in fall 1989. About 82 percent of the nonprofessional staff were employed on a full-time basis.

- The largest ratio of women to men among the nonprofessional staff occurred in clerical and secretarial occupations — 90 percent to 10 percent whereas, the smallest ratio of women to men occurred in skilled craft occupations — 7 percent to 93 percent.

- Public institutions employed 67 percent of all staff in postsecondary institutions, or 1.75 million workers, in 1989. In the private sector, 89 percent of employees worked in private nonprofit institutions.

- Four-year institutions employed 79 percent of all workers; 2-year institutions employed 18 percent; and less-than-2-year institutions, the remaining 3 percent.

- Postsecondary institutions differ widely by institutional level in their practices of employing full-time staff. Seventy-six percent of the employees at 4-year institutions were employed on a full-time basis compared with 54 percent in 2-year institutions and 68 percent in less-than-2-year institutions.

- The percentage of staff in professional occupations also varied considerably by institutional level. The highest percentage (86 percent) occurred in less-than-2-year institutions. Seventy percent in two-year institutions were in professional occupations, while 60 percent of staff in four-year institutions were in professional positions.

Highlights from the survey for institutions of higher education include the following:

- Nearly 2.5 million, or 95 percent of all persons employed in postsecondary education institutions, were employed in the nation's 3,589 institutions of higher education. These colleges and universities are recognized by the Secretary, U.S. Department of Education as accredited at the college level. (See table 2).

- Women accounted for 51 percent of those employed in institutions of higher education.

- Professional employees represented 62 percent (1.53 million) of all staff in higher education institutions.

- Among professional employees in higher education institutions, 9 percent were in administrative, executive, or managerial positions, 54 percent were faculty, and 11 percent were instruction or research assistants. The remainder (26 percent) were support or service professionals. (See figure 2).

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[3]Nonprofessional employees include technical and paraprofessionals, clerical and secretarial personnel, skilled craft workers, and service or maintenance personnel.

- Faculty employees accounted for 54 percent of all professional employees, but only 33 percent of all employees in institutions of higher education.

- Faculty employees account for more than half of the full- and part-time employees in 2-year higher education institutions but less than a third in 4-year higher education institutions.

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Terms Used In The Fall Staff Report

- Higher Education Institution — An institution that is accredited at the college level by an agency listed as nationally recognized by the Secretary, U.S. Department of Education. These institutions were formerly part of the Higher Education General Information System (HEGIS) universe and, as such, must be legally authorized to offer at least a 1-year program of study creditable toward a degree. The division of Eligibility and Certification, in the Office of Postsecondary Education, determines which postsecondary schools are eligible to be classified as institutions of higher education.

- Institutional Control — Institutions report under the following categories: public, private nonprofit, and private for-profit.

- IPEDS — Integrated Postsecondary Education Data System (IPEDS) encompasses all institutional providers of postsecondary education and gives a comprehensive description of the nation's postsecondary education enterprise.

- Postsecondary Institutions — An institution that offer postsecondary education as the provision of formal instructional programs with curricula designed primarily for students who have completed the requirements for a high school diploma or its equivalent. This includes programs that are academic and lead toward a degree or other formal award; occupational or vocational programs that train the completers in specific job skills or qualify them for specific jobs; and continuing professional education where additional skills are acquired in a specific field of study.

  Postsecondary education is conducted by a variety of providers, however, IPEDS is limited to those institutions and their branches with a primary purpose of providing postsecondary education. IPEDS includes data about the following providers:

Level of Institution

1. Four-year institutions. Institutions or subsidiaries with a primary purpose of providing postsecondary education, that award at least a 4-year degree or higher in one or more programs.

2. Two-year institutions. Institutions or subsidiaries that have a primary purpose of providing postsecondary education and that confer at least a 2-year formal award (certification, diploma, or associate's degree), or have a 2-year program that is creditable toward a baccalaureate, but do not award a baccalaureate or higher degree.

3. Less-than-2-year institutions. Institutions or subsidiaries that have a primary purpose of providing postsecondary education and that have programs, lasting less than 2 years, that result in a terminal occupational award, or are creditable toward a formal 2-year-or-higher award.

- Primary Occupational Activity Categories:

1. Executive Administrative and Managerial — All officers holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department head, or the equivalent) if their principal activity is administrative.

2. Faculty (Instruction/Research/Public Service) — All persons conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. If their principal activity is instructional, this category would also include deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent).

3. Instruction/Research Assistants — All students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. These positions are typically held by graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant.

4. Other Professionals (Support/Service) — All persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Include employees such as librarians, accountants, persons who sell educational services, student personnel workers, counselors, systems analysts, and coaches.

5. Technical and Paraprofessionals — All persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Include computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational activity categories which are institutionally defined as technical assignments.

Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience than normally required for professional or technical status.

6. Clerical and Secretarial — All persons who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, and payroll clerks. Include also sales clerks such as those employed full-time in the bookstore, and library clerks who are not recognized as librarians.

7. Skilled Crafts — All persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and type-setters.

8. Service/Maintenance — All persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel.

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Survey Methodology

Scope

The fall staff data presented in this E.D. TAB were collected in cooperation with the U.S. Equal Employment Opportunity Commission (EEOC). In 1989, survey instruments were mailed to 6,669 in-scope postsecondary education institutions, including 2,576 4-year schools, 2,739 2-year schools, and 283 public less-than-2-year schools. Also included in the universe are 5,002 less-than-2-year private nonprofit and private for-profit schools which were surveyed through, and represented by, a sample of 1,071 institutions.

EEOC collects staff data through the Higher Education Staff Information (EEO-6) report from all higher education institutions with 15 or more full-time employees. NCES, through the IPEDS system, collects data from all other postsecondary institutions including higher education institutions with less than 15 full-time employees. The NCES and EEOC collect staff data biennially in odd numbered years in institutions of postsecondary education. The IPEDS file combines results from the two surveys to create the IPEDS "Fall Staff" data tape.

The IPEDS "Fall Staff" questionnaires were mailed out in July 1989 by NCES; the respondents report the number of employees in their institution as of October 1, 1989. The EEO-6 questionnaires were mailed out by EEOC between October and November 1989; the respondents report the employment statistics in their institution that cover the payroll period closest to October 1 of the survey year.

The 3,589 institutions of higher education (in the 50 states and the District of Columbia) in operation in 1989 form a subset of the universe of postsecondary institutions in this report. These institutions are accredited at the college level by an agency recognized by the Secretary, U.S. Department of Education; these institutions previously were surveyed under the Higher Education General Information Survey (HEGIS), which IPEDS supersedes.

The "Fall Staff" survey had an overall response rate of 77.4 percent. This response rate was calculated as the ratio of the number of completed survey forms divided by the number of in-scope institutions. The response rate for higher education institutions was 89.6 percent (Appendix A).

Followup

The mailout and data collection of the IPEDS fall staff and the EEO-6 survey are conducted separately by each agency.

Institutions that failed to respond to the IPEDS questionnaire were sent a followup letter in November 1989. Institutions that still did not respond to the questionnaire were contacted by telephone, and data were collected using a Computer Assisted Telephone Interviewing (CATI) system. CATI interviewing took place beginning January 1990.

The first followup for nonresponse by EEOC on the EEO-6 survey was started in February 1990 by letter. A second followup in April 1990 was by certified letter.

Editing

NCES procedures for editing the IPEDS fall staff survey include computer editing for major reporting errors. Total lines were generated and compared to the reported totals. If these were found to be within +/-20%, the generated total replaced the reported total. If the difference was larger than 20%, the institution was contacted to resolve the discrepancy. NCES also checked data for consistency with data reported for the previous fall staff survey (1987). If the difference between the 1987 response and the 1989 response were not within +/-30%, the institution was contacted for verification.

EEOC edited the EEO-6 survey forms for major reporting and processing errors. If there was a problem with reported data, the institution was contacted to resolve the discrepancy.

Imputations

This discussion of imputation procedures applies only to the universe institutions.

Data were imputed for both total nonresponse to the survey and partial nonresponse to specific data items for both EEO-6 and IPEDS. Nonresponding institutions were identified through cross-checks with the IPEDS institutional universe. Imputation procedures are described below:

1. For each responding institution, a ratio was computed for the number of staff per full-time equivalent enrollment (FTE), and an average ratio was calculated for each item on the "Fall Staff" survey form by sector[4]. The FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS "Fall Enrollment" survey. Institutions with arithmetic errors occurring on grand total lines on the "Fall Enrollment" survey, were not used in the calculations. Because of the small number of less-than-2-year private institutions of higher education, these schools were grouped with 2-year private institutions of higher education for purposes of imputation.

2. For nonresponding institutions in 1989 that had responded to the 1987 "Fall Staff" survey, data were imputed for each data element (job classification of employee, full-time or part-time status, and sex) by multiplying the institution's 1989 FTE by the ratio of staff to FTE as reported in 1987.

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[4]Sector refers to the level (4-year, 2-year, and less-than-2-year) and control (public, private nonprofit, private for-profit) of the institution.

3. For institutions that did not respond to this survey or the 1987 survey, the staff/FTE ratio (see 1 above) in the same sector was multiplied by the 1989 FTE for that institution.

4. Part B of the IPEDS survey form (contracted or donated services) was not imputed for any nonresponding institution.

There are 1,266 postsecondary institutions imputed for survey nonresponse (See appendix B) of which 352 were higher education institutions (See appendix C).

Sampling Frame

The sampling frame used for the sample of private less-than-2-year institutions was the best available as of August 1989, and contained 5,002 institutions in the private nonprofit and private for-profit sectors. The sampling frame was divided into three strata: the first sample stratum consisted of 2 substrata,- non-HEGIS institutions that had responded to the 1988-89 IPEDS "Institutional Characteristics" (IC) survey and non-HEGIS institutions that had not responded; the second stratum consisted of 25 institutions of higher education; and the third stratum consisted of new institutions in the 1988-89 IC private less-than-2-year category.

The 25 institutions in the second stratum were sampled with certainty because they are institutions of higher education and are in the universe of institutions that were formerly surveyed under the Higher Education General Information Survey (HEGIS). Their inclusion allows for the continuation of higher education trends. Institutions in the other two strata were sampled with probability proportionate to the square root of total enrollment. The first stratum consisted of IC responding and nonresponding institutions. For IC responding institutions, total enrollment was considered the enrollment reported on the IC, which was the fall enrollment of the previous year in that institution. For IC nonresponding institutions, the square root of total enrollment used as a measure of size was the mean for IC respondents in the same sector as the IC nonrespondent schools (excluding the total enrollment in the 25 institutions of higher education in stratum 3).

Sampling Errors

The sampling standard errors for the private less-than-2-year institutions' fall staff statistics for 1989 have been estimated by a balanced repeated replication procedure. This procedure takes into account the complexities of the sampling design and weighting of institutions. The sampling standard errors enable one to construct confidence intervals. For example, if all possible samples were selected, each of these being chosen under the same conditions as the current sample, then 95 percent of the intervals from 1.96 standard errors less than the estimate to 1.96 standard errors more than the estimate would include the average result of all possible samples. (See table A).

Nonsampling Errors

Weights were adjusted to account for nonresponding sampled institutions. These weight adjustments partially correct for any bias in sample responses due to nonresponse. ("Bias" is the difference, averaged over all possible samples, between the estimated and true value of a

quantity.) Weighting adjustments were made within sector and stratum. However, biases will persist to the degree that the responding institutions in a sector and stratum are not representative of the nonresponding institutions in that sector and stratum. For example, it may be that institutions with a large number of staff are more likely to respond than those with a smaller number of staff.

In addition to nonresponse, there are many other potential sources of nonsampling error. These include definitional difficulties, differences in the interpretation of questions, errors by the institutions providing the data, and errors made in recording the data. No measure of the nonsampling error from such sources is currently available.

Table A.--1989 national fall staff estimates and standard errors for private, less-than-2-year institutions, 50 states and the District of Columbia: Fall 1989

	National fall staff estimate	Sampling standard error
Nonprofit		
All staff	6,670	1,763
Female staff	3,452	873
Male staff	3,219	923
For-profit		
All staff	63,332	4,024
Female staff	36,512	1,564
Male staff	26,821	2,804

Note: Four-year, 2-year and public less-than-2-year institutions were surveyed on a universe basis.

For More Information

Computer tapes with data from the "Fall Staff" survey are for sale. Call or write

U.S. Department of Education
Office of Educational Research
and Improvement
Data Systems Branch
555 New Jersey Avenue NW
Washington, DC 20208-5725
Telephone: (202) 219-1522

For information about this bulletin contact Rosa Fernandez, National Center for Education Statistics, 555 New Jersey Avenue NW, Washington, DC 20208-5652, telephone number (202) 219-1358.

For more information about the "EEO-6" survey contact Betty Wright, Equal Employment Opportunity Commission, 1801 L Street NW, Washington, DC 20507, telephone number (202) 663-4967.

Table 1.—Number of employees in postsecondary institutions, by employment status and sex, and by primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,606,230	1,273,160	1,333,077	1,868,460	910,472	958,015	737,770	362,708	375,062
Professional staff	1,640,889	933,254	707,635	1,071,823	623,917	447,906	569,066	309,337	259,729
Executive/administrative/managerial	170,454	99,331	71,123	158,940	93,895	65,045	11,514	5,436	6,078
Faculty (instruction/research)	898,201	571,388	326,813	567,506	387,400	180,106	330,695	183,988	146,707
Instruction/research assistants	184,231	99,413	84,818	0	0	0	184,231	99,413	84,818
Professional (support/service)	408,003	163,122	244,881	345,377	142,622	202,755	62,626	20,500	42,126
Nonprofessional staff	965,341	339,899	625,442	796,637	286,528	510,109	168,704	53,371	115,333
Technical and paraprofessionals	180,876	76,894	103,982	147,975	64,949	83,026	32,901	11,945	20,956
Clerical and secretarial	487,007	48,347	418,660	376,309	31,709	344,600	90,698	16,638	73,970
Skilled crafts	69,245	64,416	4,829	65,372	61,903	3,469	3,873	2,513	1,360
Service/maintenance	248,213	150,242	97,971	206,891	127,967	78,924	41,322	22,275	19,047
Public, total	1,752,725	866,328	886,397	1,237,631	614,428	623,403	514,894	251,900	262,994
Professional staff	1,102,662	634,875	467,807	697,506	416,880	280,626	405,176	217,995	187,181
Executive/administrative/managerial	85,344	55,627	29,717	82,113	54,030	28,083	3,231	1,597	1,634
Faculty (instruction/research)	597,128	380,178	216,950	379,049	262,371	116,678	218,079	117,807	100,272
Instruction/research assistants	141,237	85,096	56,141	0	0	0	141,237	85,096	56,141
Professional (support/service)	278,973	113,974	164,999	236,344	100,479	135,865	42,629	13,495	29,134
Nonprofessional staff	650,043	231,453	418,590	540,325	197,548	342,777	109,718	33,905	75,813
Technical and paraprofessionals	127,427	55,072	72,355	103,192	46,212	56,980	24,235	8,860	15,375
Clerical and secretarial	309,968	30,611	279,357	249,772	19,546	230,226	60,196	11,065	49,131
Skilled crafts	50,045	46,659	3,386	47,496	44,944	2,552	2,549	1,715	834
Service/maintenance	162,603	99,111	63,492	139,865	86,846	53,019	22,738	12,265	10,473
Private, total	853,505	406,843	446,680	630,829	296,035	334,812	222,676	110,808	112,068
Professional staff	538,207	298,379	239,828	374,317	207,037	88,665	163,890	91,342	72,548
Executive/administrative/managerial	85,110	43,704	41,406	76,827	39,865	36,962	8,283	3,839	4,444
Faculty (instruction/research)	301,073	191,210	109,863	188,457	125,029	63,428	112,616	66,181	46,435
Instruction/research assistants	22,994	14,317	8,677	0	0	0	22,994	14,317	8,677
Professional (support/service)	129,030	49,148	79,882	109,033	42,143	66,890	19,997	7,005	12,992
Nonprofessional staff	315,298	108,446	206,852	256,312	88,980	167,332	58,986	19,466	39,520
Technical and paraprofessionals	53,449	21,822	31,627	44,783	18,737	26,046	8,666	3,085	5,581
Clerical and secretarial	157,039	17,736	139,303	126,627	12,163	114,464	30,412	5,573	24,839
Skilled crafts	19,200	17,757	1,443	17,876	16,959	917	1,324	798	526
Service/maintenance	85,610	51,131	34,479	67,026	41,121	25,905	18,584	10,010	8,574
Private, nonprofit	757,676	364,992	392,684	565,108	268,337	296,771	192,568	96,655	95,913
Professional staff	456,560	261,225	195,335	319,630	182,655	136,975	136,930	78,570	58,360
Executive/administrative/managerial	83,254	34,481	28,793	58,685	32,189	26,496	4,569	2,272	2,297
Faculty (instruction/research)	249,406	166,318	83,088	158,700	110,756	47,944	90,706	55,562	35,144
Instruction/research assistants	22,536	14,064	8,472	0	0	0	22,536	14,064	8,472
Professional (support/service)	121,364	46,382	74,982	102,245	39,710	62,535	19,119	6,672	12,447
Nonprofessional staff	301,116	103,767	197,349	245,478	85,682	159,796	55,638	18,085	37,553
Technical and paraprofessionals	51,577	20,923	30,654	43,363	18,078	25,285	8,214	2,845	5,369
Clerical and secretarial	148,144	16,677	131,467	119,521	11,413	108,108	28,623	5,264	23,359
Skilled crafts	18,591	17,307	1,284	17,375	16,583	792	1,216	724	492
Service/maintenance	82,804	48,860	33,944	65,219	39,608	25,611	17,585	9,252	8,333
Private, for profit	95,829	41,833	53,996	65,521	27,680	37,841	30,308	14,153	16,155
Professional staff	81,647	37,154	44,493	54,687	24,382	30,305	26,960	12,772	14,188
Executive/administrative/managerial	21,856	9,243	12,613	18,142	7,676	10,466	3,714	1,567	2,147
Faculty (instruction/research)	51,667	24,892	26,775	29,757	14,273	15,484	21,910	10,619	11,291
Instruction/research assistants	458	253	205	0	0	0	458	253	205
Professional (support/service)	7,666	2,766	4,900	6,788	2,433	4,355	878	333	545
Nonprofessional staff	14,182	4,679	9,503	10,834	3,298	7,536	3,348	1,381	1,967
Technical and paraprofessionals	1,872	899	973	1,420	659	761	452	240	212
Clerical and secretarial	8,896	1,059	7,836	7,106	750	6,356	1,789	309	1,480
Skilled crafts	609	450	159	501	376	125	108	74	34
Service/maintenance	2,806	2,271	535	1,807	1,513	294	999	758	241

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO–6) survey, 1989.

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Table 1A.—Number of employees in 4-year postsecondary institutions, by employment status and sex, and by primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,047,284	1,010,824	1,036,460	1,553,610	763,845	789,765	493,674	246,979	246,695
Professional staff	1,236,105	722,714	512,391	883,740	514,149	349,591	371,365	208,565	162,800
Executive/administrative/managerial	123,704	74,817	48,887	118,458	72,251	46,207	5,246	2,566	2,680
Faculty (instruction/research)	592,182	408,178	184,004	432,027	312,304	119,723	160,155	95,874	64,281
Instruction/research assistants	154,543	94,069	60,474	0	0	0	154,543	94,069	60,474
Professional (support/service)	364,676	145,650	219,026	313,255	129,594	183,661	51,421	16,056	35,365
Nonprofessional staff	812,179	288,110	524,069	669,870	249,696	440,174	122,309	38,414	83,895
Technical and paraprofessionals	151,703	65,570	86,133	129,212	57,377	71,835	22,491	8,193	14,298
Clerical and secretarial	385,968	39,709	346,259	321,715	28,498	293,219	64,253	11,213	53,040
Skilled crafts	61,559	57,851	3,708	58,913	56,033	2,880	2,646	1,818	828
Service/maintenance	212,949	124,980	87,969	160,030	107,790	72,240	32,919	17,190	15,729
Public, total	1,310,835	653,990	656,845	1,002,620	500,794	501,826	308,215	153,196	155,019
Professional staff	793,303	467,496	325,808	553,655	335,102	218,553	239,648	132,393	107,255
Executive/administrative/managerial	84,567	42,264	22,303	82,408	41,176	21,232	2,159	1,088	1,071
Faculty (instruction/research)	351,539	245,308	106,231	278,907	203,602	75,305	72,632	41,706	30,926
Instruction/research assistants	132,195	80,102	52,093	0	0	0	132,195	80,102	52,093
Professional (support/service)	245,002	99,821	145,181	212,340	90,324	122,016	32,662	9,497	23,165
Nonprofessional staff	517,532	186,495	331,037	448,966	165,692	283,273	68,567	20,803	47,764
Technical and paraprofessionals	101,337	45,064	56,273	86,559	39,608	46,951	14,778	5,456	9,322
Clerical and secretarial	240,469	23,139	217,330	204,069	17,138	186,931	36,400	6,001	30,399
Skilled crafts	43,370	40,898	2,472	41,973	39,755	2,118	1,497	1,143	354
Service/maintenance	132,356	77,394	54,962	116,464	69,191	47,273	15,892	8,203	7,689
Private, total	736,449	356,837	379,615	550,990	263,054	287,939	185,459	93,783	91,676
Professional staff	441,802	255,219	186,583	330,085	179,047	55,875	131,717	76,172	55,545
Executive/administrative/managerial	59,137	32,553	26,584	56,050	31,075	24,975	3,087	1,478	1,609
Faculty (instruction/research)	240,643	162,870	77,773	153,120	108,702	44,418	87,523	54,168	33,355
Instruction/research assistants	22,348	13,967	8,381	0	0	0	22,348	13,967	8,381
Professional (support/service)	119,674	45,829	73,845	100,915	39,270	61,645	18,759	6,559	12,200
Nonprofessional staff	294,647	101,615	193,032	240,905	84,004	156,901	53,742	17,611	36,131
Technical and paraprofessionals	50,366	20,508	29,860	42,653	17,769	24,884	7,713	2,737	4,976
Clerical and secretarial	145,499	16,570	128,929	117,646	11,358	106,288	27,853	5,212	22,641
Skilled crafts	18,189	16,953	1,236	17,040	16,278	762	1,149	675	474
Service/maintenance	80,593	47,586	33,007	63,566	38,599	24,967	17,027	8,987	8,040
Private, nonprofit	728,969	352,861	376,108	548,737	260,980	285,757	182,232	91,881	90,351
Professional staff	435,692	251,661	184,031	306,849	177,252	129,597	128,843	74,409	54,434
Executive/administrative/managerial	58,408	32,190	26,218	55,373	30,747	24,626	3,035	1,443	1,592
Faculty (instruction/research)	236,126	159,992	76,134	151,339	107,514	43,825	84,787	52,478	32,309
Instruction/research assistants	22,325	13,955	8,370	0	0	0	22,325	13,955	8,370
Professional (support/service)	118,833	45,524	73,309	100,137	38,991	61,146	18,696	6,533	12,163
Nonprofessional staff	293,277	101,200	192,077	239,888	83,728	156,160	53,389	17,472	35,917
Technical and paraprofessionals	50,184	20,396	29,788	42,549	17,704	24,845	7,635	2,692	4,943
Clerical and secretarial	144,538	16,447	128,091	116,897	11,275	105,622	27,641	5,172	22,469
Skilled crafts	18,166	16,939	1,227	17,023	16,267	756	1,143	672	471
Service/maintenance	80,389	47,418	32,971	63,419	38,482	24,937	16,970	8,936	8,034
Private, for profit	7,480	3,973	3,507	4,253	2,071	2,182	3,227	1,902	1,325
Professional staff	6,110	3,558	2,552	3,236	1,795	1,441	2,874	1,763	1,111
Executive/administrative/managerial	729	363	366	677	328	349	52	35	17
Faculty (instruction/research)	4,517	2,878	1,639	1,781	1,188	593	2,736	1,690	1,046
Instruction/research assistants	23	12	11	0	0	0	23	12	11
Professional (support/service)	841	305	536	778	279	499	63	26	37
Nonprofessional staff	1,370	415	955	1,017	276	741	353	139	214
Technical and paraprofessionals	182	110	72	104	65	39	78	45	33
Clerical and secretarial	961	123	838	749	83	666	212	40	172
Skilled crafts	23	14	9	17	11	6	6	3	3
Service/maintenance	204	168	36	147	117	30	57	51	6

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equa Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Table 1B.—Number of employees in 2-year postsecondary institutions, by employment status and sex, and primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	476,868	226,076	250,801	259,308	123,179	136,138	217,560	102,897	114,663
Professional staff	334,940	178,245	156,695	181,144	89,255	71,889	173,796	88,990	84,806
Executive/administrative/managerial	25,688	15,625	10,063	24,191	14,903	9,288	1,497	722	775
Faculty (instruction/research)	261,295	141,826	119,469	108,999	62,915	46,084	152,296	78,911	73,385
Instruction/research assistants	9,442	5,179	4,263	0	0	0	9,442	5,179	4,263
Professional (support/service)	38,515	15,615	22,900	27,954	11,437	16,517	10,561	4,178	6,383
Nonprofessional staff	141,928	47,822	94,106	98,164	33,915	64,249	43,764	13,907	29,857
Technical and paraprofessionals	27,409	10,480	16,929	17,534	6,942	10,592	9,875	3,538	6,337
Clerical and secretarial	74,680	8,026	66,635	49,451	2,729	46,722	25,209	5,296	19,913
Skilled crafts	7,172	6,164	1,008	6,058	5,569	489	1,114	595	519
Service/maintenance	32,667	23,153	9,534	25,121	18,675	6,446	7,566	4,478	3,088
Public, total	429,814	206,115	223,699	227,493	109,923	117,570	202,321	96,192	106,129
Professional staff	299,699	161,993	137,706	138,023	78,688	59,335	161,676	83,305	78,371
Executive/administrative/managerial	20,095	12,944	7,151	19,054	12,450	6,604	1,041	494	547
Faculty (instruction/research)	237,021	130,070	106,951	95,326	56,218	39,108	141,695	73,852	67,843
Instruction/research assistants	9,012	4,981	4,031	0	0	0	9,012	4,981	4,031
Professional (support/service)	33,571	13,998	19,573	23,643	10,020	13,623	9,928	3,978	5,950
Nonprofessional staff	130,115	44,122	85,993	89,470	31,235	58,235	40,645	12,887	27,758
Technical and paraprofessionals	26,711	9,896	16,815	16,426	6,544	9,882	9,285	3,352	5,933
Clerical and secretarial	68,383	7,438	60,945	44,677	2,380	42,297	23,706	5,058	18,648
Skilled crafts	6,593	5,696	897	5,568	5,144	424	1,025	552	473
Service/maintenance	29,428	21,092	8,336	22,799	17,167	5,632	6,629	3,925	2,704
Private, total	47,054	19,958	27,102	31,815	13,253	18,568	15,239	6,705	8,534
Professional staff	35,241	16,252	18,989	23,121	10,587	9,799	12,120	5,685	6,435
Executive/administrative/managerial	5,593	2,681	2,912	5,137	2,453	2,684	456	228	228
Faculty (instruction/research)	24,274	11,756	12,518	13,673	6,697	6,976	10,601	5,059	5,542
Instruction/research assistants	430	198	232	0	0	0	430	198	232
Professional (support/service)	4,944	1,617	3,327	4,311	1,417	2,894	633	200	433
Nonprofessional staff	11,813	3,700	8,113	8,694	2,680	6,014	3,119	1,020	2,099
Technical and paraprofessionals	1,698	584	1,114	1,108	398	710	590	186	404
Clerical and secretarial	6,277	587	5,690	4,774	349	4,425	1,503	238	1,265
Skilled crafts	579	468	111	490	425	65	89	43	46
Service/maintenance	3,259	2,061	1,198	2,322	1,508	814	937	553	384
Private, nonprofit	22,035	8,911	13,124	14,816	5,906	8,910	7,219	3,005	4,214
Professional staff	15,218	6,643	8,573	9,850	4,186	5,664	5,368	2,457	2,909
Executive/administrative/managerial	2,009	979	1,030	1,876	912	964	133	67	66
Faculty (instruction/research)	10,680	4,763	5,917	8,057	2,808	3,449	4,823	2,155	2,668
Instruction/research assistants	208	104	102	0	0	0	208	104	102
Professional (support/service)	2,321	797	1,524	1,917	666	1,251	404	131	273
Nonprofessional staff	6,819	2,268	4,551	4,966	1,720	3,246	1,853	548	1,305
Technical and paraprofessionals	1,016	380	636	613	238	375	403	142	261
Clerical and secretarial	3,116	198	2,918	2,274	108	2,166	842	92	750
Skilled crafts	396	339	57	344	308	36	52	31	21
Service/maintenance	2,291	1,351	940	1,735	1,068	667	556	283	273
Private, for profit	25,019	11,041	13,978	16,999	7,341	9,658	8,020	3,700	4,320
Professional staff	20,025	9,609	10,416	13,271	6,381	6,890	6,754	3,228	3,526
Executive/administrative/managerial	3,584	1,702	1,882	3,261	1,541	1,720	323	161	162
Faculty (instruction/research)	13,594	6,993	6,601	7,616	4,089	3,527	5,978	2,904	3,074
Instruction/research assistants	224	94	130	0	0	0	224	94	130
Professional (support/service)	2,623	820	1,803	2,394	751	1,643	229	69	160
Nonprofessional staff	4,994	1,432	3,562	3,728	960	2,768	1,266	472	794
Technical and paraprofessionals	682	204	478	496	160	335	187	44	143
Clerical and secretarial	3,161	389	2,772	2,500	243	2,257	661	146	515
Skilled crafts	183	129	54	146	117	29	37	12	25
Service/maintenance	968	710	258	587	440	147	381	270	111

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employmnet Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

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Table 1C.—Number of employees in less-than-2-year postsecondary institutions, by employment status and sex, and by primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	82,078	36,260	45,818	55,542	23,448	32,112	26,536	12,832	13,704
Professional staff	70,844	32,295	38,549	46,939	20,513	26,426	23,905	11,782	12,123
Executive/administrative/managerial	21,062	8,889	12,173	16,291	6,741	9,550	4,771	2,148	2,623
Faculty (instruction/research)	44,724	21,384	23,340	28,480	12,181	14,299	16,244	9,203	9,041
Instruction/research assistants	246	165	81	0	0	0	246	165	81
Professional (support/service)	4,812	1,857	2,955	4,168	1,591	2,577	644	266	378
Nonprofessional staff	11,234	3,967	7,267	8,603	2,917	5,686	2,631	1,050	1,581
Technical and paraprofessionals	1,764	844	920	1,229	630	599	535	214	321
Clerical and secretarial	6,379	613	5,766	5,233	484	4,749	1,146	129	1,017
Skilled crafts	514	401	113	401	301	100	113	100	13
Service/maintenance	2,577	2,109	468	1,740	1,502	238	837	607	230
Public, total	12,076	6,223	5,853	7,718	3,711	4,007	4,358	2,512	1,846
Professional staff	9,680	5,367	4,293	5,828	3,090	2,738	3,852	2,297	1,555
Executive/administrative/managerial	682	419	263	651	404	247	31	15	16
Faculty (instruction/research)	8,568	4,800	3,768	4,816	2,551	2,265	3,752	2,249	1,503
Instruction/research assistants	30	13	17	0	0	0	30	13	17
Professional (support/service)	400	155	245	361	135	226	39	20	19
Nonprofessional staff	2,396	836	1,560	1,890	621	1,269	506	215	291
Technical and paraprofessionals	379	112	267	207	60	147	172	52	120
Clerical and secretarial	1,116	34	1,082	1,026	28	998	90	6	84
Skilled crafts	82	65	17	55	45	10	27	20	7
Service/maintenance	819	625	194	602	488	114	217	137	80
Private, total	70,002	30,048	39,963	47,824	19,728	28,105	22,178	10,320	11,858
Professional staff	61,164	26,908	34,256	41,111	17,423	22,991	20,053	9,485	10,568
Executive/administrative/managerial	20,380	8,470	11,910	15,640	6,337	9,303	4,740	2,133	2,607
Faculty (instruction/research)	36,156	16,584	19,572	21,664	9,630	12,034	14,492	6,954	7,538
Instruction/research assistants	216	152	64	0	0	0	216	152	64
Professional (support/service)	4,412	1,702	2,710	3,807	1,456	2,351	605	246	359
Nonprofessional staff	8,838	3,131	5,707	6,713	2,296	4,417	2,125	835	1,290
Technical and paraprofessionals	1,385	732	653	1,022	570	452	363	162	201
Clerical and secretarial	5,263	579	4,684	4,207	456	3,751	1,056	123	933
Skilled crafts	432	336	96	348	256	90	86	80	6
Service/maintenance	1,758	1,484	274	1,138	1,014	124	620	470	150
Private, nonprofit	6,672	3,220	3,452	3,555	1,451	2,104	3,117	1,769	1,348
Professional staff	5,652	2,921	2,731	2,931	1,217	1,714	2,721	1,704	1,017
Executive/administrative/managerial	2,837	1,292	1,545	1,436	530	906	1,401	762	639
Faculty (instruction/research)	2,600	1,563	1,037	1,304	634	670	1,296	929	367
Instruction/research assistants	5	5	0	0	0	0	5	5	0
Professional (support/service)	210	61	149	191	53	138	19	8	11
Nonprofessional staff	1,020	299	721	624	234	390	396	65	331
Technical and paraprofessionals	377	147	230	201	136	65	176	11	165
Clerical and secretarial	490	32	458	350	32	318	140	0	140
Skilled crafts	29	29	0	8	8	0	21	21	0
Service/maintenance	124	91	33	66	58	7	59	33	26
Private, for profit	63,330	26,819	36,511	44,269	18,268	26,001	19,061	8,551	10,510
Professional staff	55,512	23,987	31,526	38,180	16,206	21,974	17,332	7,781	9,551
Executive/administrative/managerial	17,543	7,178	10,365	14,204	5,807	8,397	3,339	1,371	1,968
Faculty (instruction/research)	33,556	15,021	18,535	20,360	8,996	11,364	13,196	6,025	7,171
Instruction/research assistants	211	147	64	0	0	0	211	147	64
Professional (support/service)	4,202	1,641	2,561	3,616	1,403	2,213	588	238	348
Nonprofessional staff	7,818	2,832	4,986	6,089	2,062	4,027	1,729	770	959
Technical and paraprofessionals	1,008	585	423	821	434	387	187	151	36
Clerical and secretarial	4,773	547	4,226	3,857	424	3,433	916	123	793
Skilled crafts	403	307	96	338	248	90	65	59	6
Service/maintenance	1,634	1,393	241	1,073	956	117	561	437	124

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Table 2.—Number of employees in institutions of higher education, by employment status and sex, and by primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,473,116	1,212,951	1,260,192	1,779,044	871,391	907,660	694,072	341,560	352,512
Professional staff	1,531,071	880,766	650,305	1,000,398	590,728	409,668	530,675	290,038	240,637
Executive/administrative/managerial	144,670	87,951	56,719	138,454	84,929	53,525	6,216	3,022	3,194
Faculty (instruction/research)	824,220	534,254	289,966	524,426	366,163	158,263	299,794	168,091	131,703
Instruction/research assistants	163,298	98,887	64,411	0	0	0	163,298	98,887	64,411
Professional (support/service)	398,883	159,674	239,209	337,518	139,636	197,880	61,367	20,038	41,329
Nonprofessional staff	942,045	332,185	609,887	778,646	280,636	498,012	163,397	51,522	111,875
Technical and paraprofessionals	177,116	75,310	101,806	145,392	63,805	81,587	31,724	11,505	20,219
Clerical and secretarial	454,343	47,318	407,025	386,148	30,950	335,198	68,195	16,368	71,827
Skilled crafts	68,191	63,571	4,620	64,536	61,211	3,324	3,656	2,360	1,296
Service/maintenance	242,395	145,959	96,436	202,573	124,670	77,903	39,822	21,289	18,533
Public, total	1,720,769	850,262	870,507	1,216,592	603,954	612,638	504,177	246,308	257,869
Professional staff	1,078,737	621,430	457,307	682,680	408,518	274,162	396,057	212,912	183,145
Executive/administrative/managerial	83,632	54,507	29,125	80,472	52,947	27,525	3,160	1,560	1,600
Faculty (instruction/research)	577,298	368,933	208,394	387,655	255,853	111,802	209,643	113,051	96,592
Instruction/research assistants	140,898	84,909	55,989	0	0	0	140,898	84,909	55,989
Professional (support/service)	276,909	113,110	163,799	234,553	99,718	134,835	42,356	13,392	28,964
Nonprofessional staff	642,032	228,832	413,200	533,912	195,436	338,476	108,120	33,396	74,724
Technical and paraprofessionals	126,036	54,552	71,484	102,301	45,856	56,445	23,735	8,696	15,039
Clerical and secretarial	305,974	30,452	275,522	246,339	19,427	226,912	59,635	11,025	48,610
Skilled crafts	49,703	46,378	3,325	47,244	44,715	2,529	2,459	1,663	796
Service/maintenance	160,319	97,450	62,869	138,028	85,438	52,590	22,291	12,012	10,279
Private, total	752,347	362,680	389,685	562,452	267,426	295,042	189,895	95,252	94,643
Professional staff	452,334	259,336	192,998	317,718	182,210	59,821	134,618	77,126	57,492
Executive/administrative/managerial	61,038	33,444	27,594	57,982	31,982	26,000	3,056	1,462	1,594
Faculty (instruction/research)	246,922	165,350	81,572	156,771	110,310	46,461	90,151	55,040	35,111
Instruction/research assistants	22,400	13,978	8,422	0	0	0	22,400	13,978	8,422
Professional (support/service)	121,974	46,564	75,410	102,963	39,918	63,045	19,011	6,646	12,365
Nonprofessional staff	300,013	103,326	196,687	244,736	85,200	159,536	55,277	18,126	37,151
Technical and paraprofessionals	51,080	20,758	30,322	43,091	17,949	25,142	7,989	2,809	5,180
Clerical and secretarial	148,369	16,866	131,503	119,809	11,523	108,286	28,560	5,343	23,217
Skilled crafts	18,488	17,193	1,295	17,291	16,496	795	1,197	697	500
Service/maintenance	82,076	48,509	33,567	64,545	39,232	25,313	17,531	9,277	8,254
Private, nonprofit	731,869	353,262	378,607	548,746	261,421	287,325	183,123	91,841	91,282
Professional staff	436,815	251,380	185,435	307,776	177,216	130,560	129,039	74,164	54,875
Executive/administrative/managerial	58,823	32,284	26,339	55,843	30,860	24,783	2,980	1,424	1,556
Faculty (instruction/research)	236,462	159,437	77,025	151,550	107,225	44,325	84,912	52,212	32,700
Instruction/research assistants	22,335	13,941	8,394	0	0	0	22,335	13,941	8,394
Professional (support/service)	119,395	45,718	73,677	100,383	39,131	61,452	18,812	6,587	12,225
Nonprofessional staff	295,054	101,882	193,172	240,970	84,205	156,765	54,084	17,677	36,407
Technical and paraprofessionals	50,332	20,493	29,839	42,573	17,751	24,822	7,759	2,742	5,017
Clerical and secretarial	145,157	16,474	128,683	117,240	11,273	105,967	27,917	5,201	22,716
Skilled crafts	18,289	17,038	1,251	17,124	16,351	773	1,165	687	478
Service/maintenance	81,276	47,877	33,399	64,033	38,830	25,203	17,243	9,047	8,196
Private, for profit	20,478	9,400	11,078	13,706	5,989	7,717	6,772	3,411	3,361
Professional staff	15,519	7,956	7,563	9,940	4,994	4,946	5,579	2,962	2,617
Executive/administrative/managerial	2,415	1,160	1,255	2,339	1,122	1,217	76	38	38
Faculty (instruction/research)	10,460	5,913	4,547	5,221	3,085	2,136	5,239	2,828	2,411
Instruction/research assistants	65	37	28	0	0	0	65	37	28
Professional (support/service)	2,579	846	1,733	2,380	787	1,593	199	59	140
Nonprofessional staff	4,959	1,444	3,515	3,766	995	2,771	1,193	449	744
Technical and paraprofessionals	748	265	483	518	198	320	230	67	163
Clerical and secretarial	3,212	392	2,820	2,569	250	2,319	643	142	501
Skilled crafts	199	155	44	167	145	22	32	10	22
Service/maintenance	800	632	168	512	402	110	288	230	58

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Table 2A.—Number of employees in 4-year institutions of higher education, by employment status and sex, and by primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,030,365	1,002,243	1,028,122	1,542,281	758,239	784,042	488,084	244,004	244,080
Professional staff	1,222,722	715,631	507,091	856,228	509,815	346,413	366,494	205,816	160,678
Executive/administrative/managerial	122,204	73,982	48,222	117,137	71,502	45,635	5,067	2,480	2,587
Faculty (instruction/research)	583,700	402,914	180,786	427,588	309,409	118,179	156,112	93,505	62,607
Instruction/research assistants	154,201	93,854	60,347	0	0	0	154,201	93,854	60,347
Professional (support/service)	362,617	144,881	217,736	311,503	128,904	182,599	51,114	15,977	35,137
Nonprofessional staff	807,643	286,612	521,031	686,053	248,424	437,629	121,590	38,188	83,402
Technical and paraprofessionals	150,985	65,266	85,719	128,597	57,117	71,480	22,388	8,149	14,239
Clerical and secretarial	383,564	39,515	344,049	319,741	28,359	291,382	63,823	11,156	52,667
Skilled crafts	61,311	57,816	3,495	58,669	55,800	2,869	2,642	1,816	826
Service/maintenance	211,783	124,215	87,568	179,046	107,148	71,898	32,737	17,067	15,670
Public, total	1,307,524	652,415	655,109	1,000,010	499,553	500,457	307,514	152,862	154,652
Professional staff	791,319	466,368	324,951	552,196	334,249	217,949	239,121	132,119	107,002
Executive/administrative/managerial	84,343	42,125	22,218	82,196	41,042	21,154	2,147	1,083	1,064
Faculty (instruction/research)	350,720	244,758	105,962	278,289	203,159	75,130	72,431	41,599	30,832
Instruction/research assistants	131,970	79,966	52,004	0	0	0	131,970	79,966	52,004
Professional (support/service)	244,288	99,519	144,767	211,713	90,048	121,665	32,573	9,471	23,102
Nonprofessional staff	516,205	186,047	330,158	447,812	165,304	282,508	68,393	20,743	47,650
Technical and paraprofessionals	101,053	44,908	56,145	86,337	39,481	46,856	14,716	5,427	9,289
Clerical and secretarial	239,775	23,090	216,685	203,452	17,100	186,352	36,323	5,990	30,333
Skilled crafts	43,290	40,820	2,470	41,796	39,679	2,116	1,495	1,141	354
Service/maintenance	132,087	77,229	54,858	116,228	69,044	47,184	15,859	8,185	7,674
Private, total	722,841	349,831	373,013	542,271	258,689	283,585	180,570	91,142	89,428
Professional staff	431,403	249,263	182,140	304,030	175,566	54,052	127,373	73,697	53,676
Executive/administrative/managerial	57,861	31,857	26,004	54,941	30,460	24,481	2,920	1,397	1,523
Faculty (instruction/research)	232,980	158,156	74,824	149,299	106,250	43,049	83,681	51,906	31,775
Instruction/research assistants	22,231	13,888	8,343	0	0	0	22,231	13,888	8,343
Professional (support/service)	118,331	45,362	72,969	99,790	38,856	60,934	18,541	6,506	12,036
Nonprofessional staff	291,438	100,565	190,873	238,241	83,120	155,121	53,197	17,445	35,752
Technical and paraprofessionals	49,932	20,358	29,574	42,260	17,636	24,624	7,672	2,722	4,950
Clerical and secretarial	143,789	16,425	127,364	116,289	11,259	105,030	27,500	5,166	22,334
Skilled crafts	18,021	16,796	1,225	16,874	16,121	753	1,147	675	472
Service/maintenance	79,696	46,986	32,710	62,818	38,104	24,714	16,878	8,882	7,996
Private, nonprofit	717,411	346,990	370,421	538,943	257,088	281,855	178,468	89,902	88,566
Professional staff	427,252	246,816	180,436	301,651	174,227	127,424	125,601	72,589	53,012
Executive/administrative/managerial	57,333	31,577	25,756	54,427	30,191	24,236	2,906	1,386	1,520
Faculty (instruction/research)	230,145	156,275	73,870	148,158	105,442	42,716	81,987	50,833	31,154
Instruction/research assistants	22,227	13,887	8,340	0	0	0	22,227	13,887	8,340
Professional (support/service)	117,547	45,077	72,470	99,066	38,594	60,472	18,481	6,483	11,998
Nonprofessional staff	290,159	100,174	189,985	237,292	82,861	154,431	52,867	17,313	35,554
Technical and paraprofessionals	49,763	20,253	29,510	42,166	17,576	24,590	7,597	2,677	4,920
Clerical and secretarial	142,888	16,312	126,576	115,586	11,184	104,402	27,302	5,128	22,174
Skilled crafts	18,004	16,782	1,222	16,863	16,110	753	1,141	672	469
Service/maintenance	79,504	46,827	32,677	62,677	37,991	24,686	16,827	8,836	7,991
Private, for profit	5,430	2,838	2,592	3,328	1,598	1,730	2,102	1,240	862
Professional staff	4,151	2,447	1,704	2,379	1,339	1,040	1,772	1,108	664
Executive/administrative/managerial	528	260	268	514	269	245	14	11	3
Faculty (instruction/research)	2,835	1,881	954	1,141	808	333	1,694	1,073	621
Instruction/research assistants	4	1	3	0	0	0	4	1	3
Professional (support/service)	784	285	499	724	262	462	60	23	37
Nonprofessional staff	1,279	391	888	949	259	690	330	132	198
Technical and paraprofessionals	169	105	64	94	60	34	75	45	30
Clerical and secretarial	901	113	788	703	75	628	198	38	160
Skilled crafts	17	14	3	11	11	0	6	3	3
Service/maintenance	192	159	33	141	113	28	51	46	5

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Table 2B.—Number of employees in 2-year institutions of higher education, by employment status and sex, and by primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	441,536	210,295	231,250	235,703	112,807	122,905	205,833	97,488	108,345
Professional staff	307,729	164,874	142,855	143,688	80,710	62,978	164,043	84,164	79,879
Executive/administrative/managerial	22,255	13,872	8,383	21,121	13,338	7,783	1,134	534	600
Faculty (instruction/research)	240,166	131,186	108,980	96,605	56,650	39,955	143,561	74,536	69,025
Instruction/research assistants	9,097	5,033	4,064	0	0	0	9,097	5,033	4,064
Professional (support/service)	36,211	14,783	21,428	25,960	10,722	15,238	10,251	4,061	6,190
Nonprofessional staff	133,807	45,412	88,396	92,017	32,088	59,929	41,790	13,324	28,466
Technical and paraprofessionals	26,118	10,041	16,077	16,782	6,685	10,097	9,336	3,356	5,980
Clerical and secretarial	70,305	7,769	62,536	45,941	2,558	43,383	24,364	5,211	19,153
Skilled crafts	6,789	5,874	915	5,776	5,331	445	1,013	543	470
Service/maintenance	30,595	21,728	8,867	23,518	17,514	6,004	7,077	4,214	2,863
Public, total	413,193	197,820	215,373	216,549	104,365	112,184	196,644	93,435	103,209
Professional staff	287,371	155,038	132,335	130,454	74,254	56,200	156,917	80,782	76,135
Executive/administrative/managerial	19,288	12,381	6,907	18,275	11,904	6,371	1,013	477	536
Faculty (instruction/research)	226,532	124,121	102,411	89,339	52,680	36,659	137,193	71,441	65,752
Instruction/research assistants	8,928	4,943	3,985	0	0	0	8,928	4,943	3,985
Professional (support/service)	32,623	13,591	19,032	22,840	9,670	13,170	9,783	3,921	5,862
Nonprofessional staff	125,822	42,784	83,038	86,095	30,131	55,964	39,727	12,653	27,074
Technical and paraprofessionals	24,983	9,644	15,339	15,964	6,375	9,589	9,019	3,269	5,750
Clerical and secretarial	68,196	7,362	58,833	42,883	2,327	40,556	23,312	5,035	18,277
Skilled crafts	6,413	5,558	855	5,449	5,036	413	964	522	442
Service/maintenance	28,231	20,220	8,011	21,799	16,393	5,406	6,432	3,827	2,605
Private, total	28,343	12,472	15,877	19,154	8,419	10,741	9,189	4,053	5,136
Professional staff	20,358	9,836	10,520	13,232	6,456	5,486	7,126	3,382	3,744
Executive/administrative/managerial	2,967	1,491	1,476	2,846	1,434	1,412	121	57	64
Faculty (instruction/research)	13,634	7,065	6,569	7,266	3,970	3,296	6,368	3,095	3,273
Instruction/research assistants	169	90	79	0	0	0	169	90	79
Professional (support/service)	3,588	1,192	2,396	3,120	1,052	2,068	468	140	328
Nonprofessional staff	7,985	2,628	5,357	5,922	1,957	3,965	2,063	671	1,392
Technical and paraprofessionals	1,135	397	738	818	310	508	317	87	230
Clerical and secretarial	4,110	407	3,703	3,058	231	2,827	1,052	176	876
Skilled crafts	376	316	60	327	295	32	49	21	28
Service/maintenance	2,364	1,508	856	1,719	1,121	598	645	387	258
Private, nonprofit	14,401	6,254	8,147	9,783	4,325	5,458	4,618	1,929	2,689
Professional staff	9,511	4,547	4,964	6,109	2,982	3,127	3,402	1,565	1,837
Executive/administrative/managerial	1,279	702	577	1,205	664	541	74	38	36
Faculty (instruction/research)	6,278	3,151	3,127	3,389	1,782	1,607	2,889	1,369	1,520
Instruction/research assistants	108	54	54	0	0	0	108	54	54
Professional (support/service)	1,846	640	1,206	1,515	536	979	331	104	227
Nonprofessional staff	4,890	1,707	3,183	3,674	1,343	2,331	1,216	364	852
Technical and paraprofessionals	569	240	329	407	175	232	162	65	97
Clerical and secretarial	2,265	162	2,103	1,651	89	1,562	614	73	541
Skilled crafts	285	256	29	261	241	20	24	15	9
Service/maintenance	1,771	1,049	722	1,355	838	517	416	211	205
Private, for profit	13,942	6,212	7,730	9,371	4,088	5,283	4,571	2,124	2,447
Professional staff	10,847	5,291	5,556	7,123	3,474	3,649	3,724	1,817	1,907
Executive/administrative/managerial	1,688	780	908	1,641	770	871	47	10	28
Faculty (instruction/research)	7,356	3,914	3,442	3,877	2,188	1,689	3,479	1,726	1,753
Instruction/research assistants	61	36	25	0	0	0	61	36	25
Professional (support/service)	1,742	552	1,190	1,605	516	1,089	137	36	101
Nonprofessional staff	3,095	921	2,174	2,248	614	1,634	847	307	540
Technical and paraprofessionals	566	157	409	411	135	276	155	22	133
Clerical and secretarial	1,845	245	1,600	1,407	142	1,265	438	103	335
Skilled crafts	91	60	31	66	54	12	25	6	19
Service/maintenance	593	459	134	364	283	81	229	176	53

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO–6) survey, 1989.

Table 2C.—Number of employes in less-than-2-year institutions of higher education, by employment status and sex, and by primary occupation and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	1,215	413	820	1,080	345	733	135	68	87
Professional staff	820	261	359	482	203	279	138	58	80
Executive/administrative/managerial	211	97	114	196	89	107	15	8	7
Faculty (instruction/research)	354	154	200	233	104	129	121	50	71
Instruction/research assistants	0	0	0	0	0	0	0	0	0
Professional (support/service)	55	10	45	53	10	43	2	0	2
Nonprofessional staff	595	134	461	578	124	454	17	10	7
Technical and paraprofessionals	13	3	10	13	3	10	0	0	0
Clerical and secretarial	474	34	440	466	33	433	8	1	7
Skilled crafts	91	81	10	90	80	10	1	1	0
Service/maintenance	17	16	1	9	8	1	8	8	0
Public, total	52	27	25	33	16	17	19	11	8
Professional staff	47	26	21	28	15	13	19	11	8
Executive/administrative/managerial	1	1	0	1	1	0	0	0	0
Faculty (instruction/research)	46	54	21	27	14	13	19	11	8
Instruction/research assistants	0	0	0	0	0	0	0	0	0
Professional (support/service)	0	0	0	0	0	0	0	0	0
Nonprofessional staff	5	1	4	5	1	4	0	0	0
Technical and paraprofessionals	0	0	0	0	0	0	0	0	0
Clerical and secretarial	4	0	4	4	0	4	0	0	0
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	1	1	0	1	1	0	0	0	0
Private, total	1,163	377	795	1,027	320	716	136	57	79
Professional staff	573	235	338	454	188	283	119	47	72
Executive/administrative/managerial	210	96	114	195	88	107	15	8	7
Faculty (instruction/research)	308	129	179	206	90	116	102	39	63
Instruction/research assistants	0	0	0	0	0	0	0	0	0
Professional (support/service)	55	10	45	53	10	43	2	0	2
Nonprofessional staff	590	133	457	573	123	450	17	10	7
Technical and paraprofessionals	13	3	10	13	3	10	0	0	0
Clerical and secretarial	470	34	436	462	33	429	8	1	7
Skilled crafts	91	81	10	90	80	10	1	1	0
Service/maintenance	16	15	1	8	7	1	8	8	0
Private, nonprofit	57	18	39	20	8	12	37	10	27
Professional staff	52	17	35	16	7	9	36	10	26
Executive/administrative/managerial	11	5	6	11	5	6	0	0	0
Faculty (instruction/research)	39	11	28	3	1	2	36	10	26
Instruction/research assistants	0	0	0	0	0	0	0	0	0
Professional (support/service)	2	1	1	2	1	1	0	0	0
Nonprofessional staff	5	1	4	4	1	3	1	0	1
Technical and paraprofessionals	0	0	0	0	0	0	0	0	0
Clerical and secretarial	4	0	4	3	0	3	1	0	1
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	1	1	0	1	1	0	0	0	0
Private, for profit	1,106	360	756	1,007	303	704	99	47	52
Professional staff	521	218	303	438	181	257	83	37	46
Executive/administrative/managerial	199	91	108	184	83	101	15	8	7
Faculty (instruction/research)	269	118	151	203	89	114	66	29	37
Instruction/research assistants	0	0	0	0	0	0	0	0	0
Professional (support/service)	53	9	44	51	9	42	2	0	2
Nonprofessional staff	585	132	453	569	122	447	16	10	6
Technical and paraprofessionals	13	3	10	13	3	10	0	0	0
Clerical and secretarial	466	34	432	459	33	426	7	1	6
Skilled crafts	91	81	10	90	80	10	1	1	0
Service/maintenance	15	14	1	7	6	1	8	8	0

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

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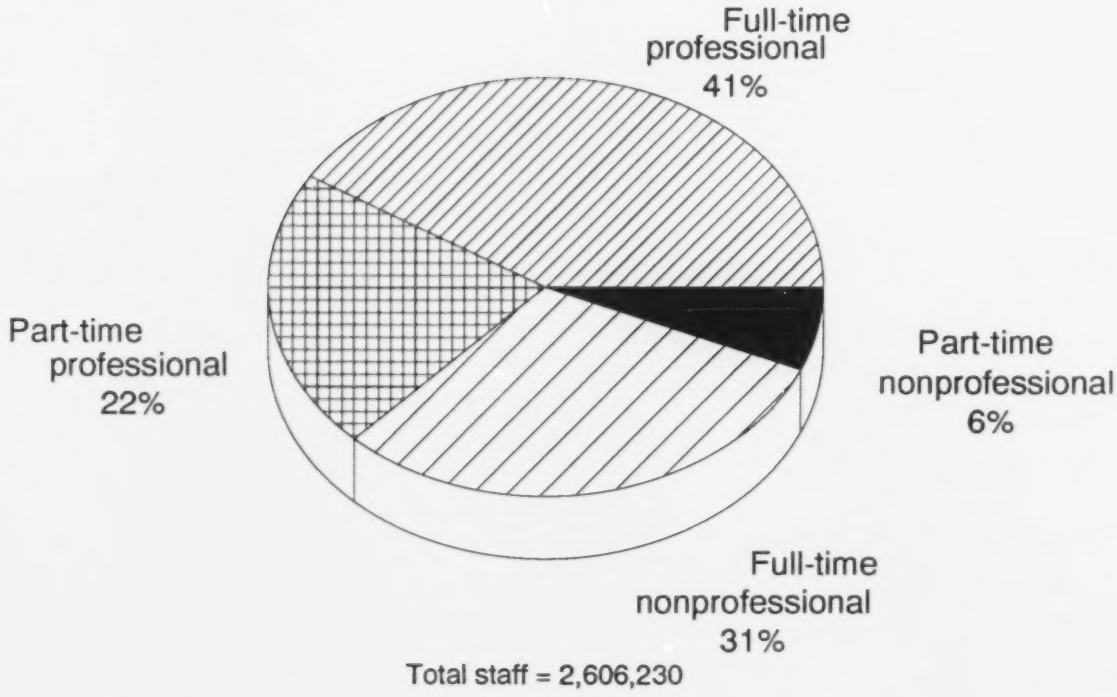
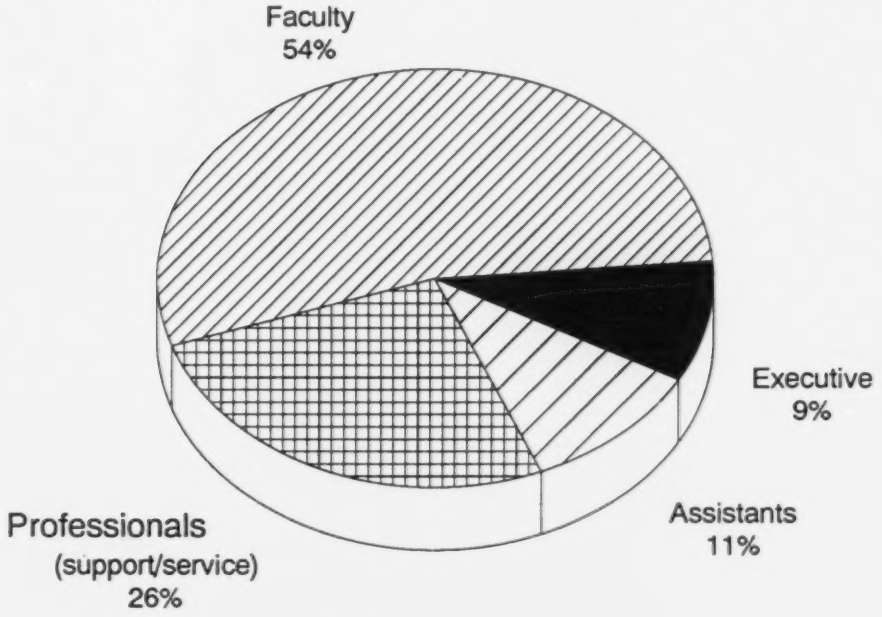
Figure 1.--Distribution of staff employed in all postsecondary institutions, by professional status and employment status: 50 states and the District of Columbia, fall 1989



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Figure 2.--Distribution of professional staff employed in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1989



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989

Appendix A.--Response rates of postsecondary institutions receiving the "Fall Staff" survey, by control and level of institution, 50 states and the District of Columbia, fall 1989

Level of institution	Total	Public	Private		
			Total	Nonprofit	For-profit
Institutions receiving					
All postsecondary	6,669	2,146	4,523	2,640	1,883
4-year	2,576	637	1,939	1,836	103
2-year	2,739	1,226	1,513	720	793
Less-than-2-year	1,354	283	1,071	84	987
Higher education	3,589	1,613	1,976	1,661	315
4-year	2,156	619	1,537	1,484	53
2-year	1,411	992	419	174	245
Less-than-2-year	22	2	20	3	17
Other postsecondary	3,080	533	2,547	979	1,568
4-year	420	18	402	352	50
2-year	1,328	234	1,094	546	548
Less-than-2-year	1,332	281	1,051	81	970
Institutions responding					
All postsecondary	5,163	1,855	3,308	1,957	1,351
4-year	2,151	602	1,549	1,484	65
2-year	1,958	1,057	901	407	494
Less-than-2-year	1,054	196	858	66	792
Higher education	3,214	1,509	1,705	1,465	240
4-year	1,954	594	1,360	1,323	37
2-year	1,243	915	328	140	188
Less-than-2-year	17	--	17	2	15
Other postsecondary	1,949	346	1,603	492	1,111
4-year	197	8	189	161	28
2-year	715	142	573	267	306
Less-than-2-year	1,037	196	841	64	777
Response rate					
All postsecondary	77.4	86.4	73.1	74.1	71.7
4-year	83.5	94.5	79.9	80.8	63.1
2-year	71.5	86.2	59.6	56.5	62.3
Less-than-2-year	77.8	69.3	80.1	78.6	80.2
Higher education	89.6	93.6	86.3	88.2	76.2
4-year	90.6	96.0	88.5	89.2	69.8
2-year	88.1	92.2	78.3	80.5	76.7
Less-than-2-year	77.3	--	85.0	66.7	88.2
Other postsecondary	63.3	64.9	62.9	50.3	70.9
4-year	46.9	44.4	47.0	45.7	56.0
2-year	53.8	60.7	52.4	48.9	55.8
Less-than-2-year	77.9	69.8	80.0	79.0	80.1

Appendix B.— Response status of postsecondary institutions, 50 states and the District of Columbia

	Response status code	Source *	E	N	Total
Total		1506	3168	1995	6669
Percent		22.58	47.50	29.91	100.00
Frequency	1	0	3133	1966	5099
Percent		0.00	46.98	29.48	76.46
Frequency	2	0	17	28	45
Percent		0.00	0.25	0.42	0.67
Frequency	3	240	0	0	240
Percent		3.60	0.00	0.00	3.60
Frequency	4	1266	0	0	1266
Percent		18.98	0.00	0.00	18.98
Frequency	5	0	18	1	19
Percent		0.00	0.27	0.01	0.28

Source (Source of document: E=EEOC N=NCES)

* Nonresponding Institutions Source = Missing

Response status codes:

1 = Respondent
2 = Data reported with another institution's record
3 = Nonrespondent, not imputed (no enrollment data available)
4 = Nonrespondent, imputed
5 = Combines data respondents; includes data for more than one institution

Appendix C.— Response status of institutions of higher education 50 states and the District of Columbia

	Response status codes	Source *	E	N	Total
Total		375	2958	256	3589
Percent		10.45	82.42	7.13	100.00
Frequency	1	0	2924	229	3153
Percent		0.00	81.47	6.38	87.85
Frequency	2	0	16	27	43
Percent		0.00	0.45	0.75	1.20
Frequency	3	23	0	0	23
Percent		0.64	0.00	0.00	0.64
Frequency	4	352	0	0	352
Percent		9.81	0.00	0.00	9.81
Frequency	5	0	18	0	18
Percent		0.00	0.50	0.00	0.50

Source (Source of document: E=EEOC N=NCES)

* Nonresponding Institutions Source = Missing

Response status codes:

1 = Respondent
2 = Data reported with another institution's record
3 = Nonrespondent, not imputed (no enrollment data available)
4 = Nonrespondent, imputed
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